

Children's homes - interim inspection

Inspection date	11/03/2016
Unique reference number	SC012021
Type of inspection	Interim
Provision subtype	Residential special school
Registered person	The Loddon Foundation Ltd
Responsible individual	Marion Cornick
Registered manager	Joy Wake
Inspectors	Keith Riley/Amanda Maxwell

Inspection date	11/03/2016
Previous inspection judgement	Good
Enforcement action since last inspection	None
This inspection	
The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection This home was judged Good at the full inspection. At this interim inspection Ofsted judge that it has sustained effectiveness. The Registered Manager is having success in staff recruitment. She is collating data about the reasons why staff leave, as recommended at the last inspection. This is informing the plans to consider how to retain staff. There is little need for agency staff and morale is much improved. A member of staff said, 'There used to be a lot of agency, there is now far less and there is consistency.' The Registered Manager has strengthened the recruitment process. She obtains a full employment history for each job applicant. The previous requirement is met. Staff report the new headteacher is bringing positive change. A member of staff said, 'Everything she does is good.' Recent changes to the training programme have made it more succinct and effective. Staff say they like the new arrangements and it enhances their learning. Young people enjoy a range of themed activity weekends where they use art and craft, puzzles and activities to advance their learning in a fun way. There is a robust safeguarding approach. Staff are confident to discuss practice with their line managers. The senior management team take swift action, in consultation with other professionals, when staff or parents advise them of any issues that concern them. They protect young people while necessary investigations are carried out. The Registered Manager took robust action in response to a requirement made at the last inspection. She has removed aroma therapy oils from the homes and relocated them to another area, thereby removing the hazard. She has ensured that the safety data sheets are easily available in the unlikely event of ingestion. The Registered Manager works well with other professionals. An example is working with the occupational therapist to decide on the approach to enable a young person to sit at the table. She agrees strategies, such as the use of a specialist chair. She puts in place clear protocols so there is not restriction of liberty. Young people make good progress, such as being able to sit up to engage in a table top activity from a starting point of laying on the floor.	

A waking night staff team keep regular checks on young people while they sleep. They implement the strategies to promote a restful night. The Registered Manager writes risk assessments and protocols, such as the use of observation panels in some doors. She does not review these for each individual young person. There is a risk that night staff are making unnecessary checks. In one case, the risk assessment did not reflect a young person's preferred bedroom arrangement. There are good outcomes, such as a young person being able to sleep all night in a bed for the first time.

There are good arrangements in place for medication. Staff manage controlled drugs effectively. They report any discrepancies immediately, such as stock not reconciling when they sign in controlled drugs.

The Registered Manager adheres to the complaints procedure. She ensures there is a thorough investigation and a formal response. Complainants are able to comment on how they feel about the outcome.

There is robust monitoring of the home. An independent visitor identifies the strengths and weaknesses on a monthly basis, producing a written report. The Registered Manager takes the recommendations seriously. She ensure there is a response. An example is how staff record certain interventions. Records now clearly demonstrate if a hold is restrictive or not. The senior management team are effective at reviewing all interventions and analysing the trends. Staff have good support and guidance from their peers and seniors. They say they can easily call for help, for example during an incident. This includes the immediate support that is needed as well as advice through the on-call system after hours, when a manager is still always available.

The Registered Manager ensures there is a coordinator to oversee the key skills programme. Young people are able to gain 'unit award statements' that demonstrate their progress, such as being able to brush their teeth or make a purchase in a shop. Staff create bespoke goals for young people who have particular challenges, such as dexterity. Young people are able to progress to the 'outreach homes' on the same site, where they prepare for transition to the adult world.

The Registered Manager has reviewed the Statement of Purpose. The document now reflects the most recent changes to the regulations. She has re-written the young person's guide in a clear autism-friendly format.

There has been improvements to the environment, such as the installation of new bathrooms. The Registered Manager ensures the refurbishment programme continues so young people live in a comfortable home.

The previous requirement to review the catering arrangements is met. Young people enjoy a range of wholesome, nutritious food.

Information about this children's home

This school provides education and residential care for up to 30 pupils from 8 to 19 years of age who have severe and complex learning difficulties associated with autism. The home operates as a charitable trust and, as it is a school as well, it is approved by the Department for Education.

Recent inspection history

Inspection date	Inspection type	Inspection judgement
17/07/2015	CH - Full	Good
19/02/2015	CH - Interim	improved effectiveness
13/11/2014	CH - Full	Outstanding
25/03/2014	CH - Interim	Good Progress

What does the children's home need to do to improve?

Statutory Requirements

This section sets out the actions which must be taken so that the registered person/s meets the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*. The registered person(s) must comply with the given timescales.

Requirement	Due date
In order to meet the quality and purpose of care standard the registered person is required to ensure that all staff: (2)(b)(iv) provide personalised care that meets each child's needs, as recorded in the child's relevant plans, this especially applies to the arrangements at night and the relevant plan reflects current practice. (Regulation 6 (2)(b)(iv))	30/04/2016

What the inspection judgements mean

At the interim inspection we make a judgement on whether the home has improved in effectiveness, sustained effectiveness, or declined in effectiveness since the previous full inspection. This is in line with the *Inspection of children's homes: framework for inspection*.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people living in the children's home. Inspectors considered the quality of work and the difference adults make to the lives of children and young people. They read case files, watched how professional staff work with children, young people and each other and discussed the effectiveness of help and care given to children and young people. Wherever possible, they talked to children, young people and their families. In addition the inspectors have tried to understand what the children's home knows about how well it is performing, how well it is doing and what difference it is making for the children and young people who it is trying to help, protect and look after.

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service and to consider how well it complies with the Children's Homes (England) Regulations 2015 and the *Guide to the children's homes regulations including the quality standards*.

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